



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Washington Field Office

131 M Street, N. E., Suite 4NW02F
Washington, D. C. 20507
Intake Information Group: (800) 669-4000
Intake Information Group TTY: (800) 669-6820
Washington Direct Dial: (202) 419-0713
FAX (202) 419-0740
Website: www.eeoc.gov

Charge Number: 570-2018-01036

Ms. Linda Bradley

Charging Party

Capital One Financial Corporation
1680 Capital One Drive
McLean, VA 22102

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between March 2017 and November 2017, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date


RD

Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Jason C. Schwartz, Respondent's Representative
Gibson, Dunn & Crutcher, LLP
1050 Connecticut Avenue, N.W.
Washington, DC 20036-5306



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Charge Number: 570-2018-02351

Ms. Linda Bradley

Charging Party

Drive Time Automotive Group, Inc.
1720 West Rio Salado Parkway
Tempe, AZ 85281

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between on or about December 8, 2017 and on or about January 13, 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.


If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

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JUL 05 2019

Date



Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Kevin M. Kraham, Respondent's Representative
Littler Mendelson, PC
815 Connecticut Avenue, NW
Suite 400
Washington, DC 20006-4046



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Charge Number: 570-2018-02352

Ms. Linda Bradley

Charging Party

Edward D. Jones & Co., L.P.
12555 Manchester Road
Saint Louis, MO 63131

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between in or about July 2017 and in or about May 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.


If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date


Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Jason C. Schwartz, Respondent's Representative
Gibson, Dunn & Crutcher, LLP
1050 Connecticut Avenue, N.W.
Washington, DC 20036-5306



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Charge Number: 570-2018-01060

Ms. Linda Bradley

Charging Party

Enterprise Holdings, Inc.
600 Corporate Park Drive
Saint Louis, MO 63105

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the age of individuals who could apply.

Respondent denies that it violated the ADEA.

Evidence gathered during the investigation established that between March 2017 and January 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated the ADEA by advertising on a social media platform and limiting the audience for their advertisement to younger applicants.


Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

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10L 115 2015
Date



Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: William B. Jones, Respondent's Representative
Enterprise Holdings - Corporate Headquarters
600 Corporate Park Drive
Saint Louis, MO 63105



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Charge Number: 570-2018-03517

Ms. Linda Bradley

Charging Party

Nebraska Furniture Mart, Inc.
808 S 74th Plaza
Omaha, NE 68114

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between June 2017 and December 2017, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

You are reminded that Federal law prohibits retaliation against persons who have exercised their right to inquire or complain about matters they believe may violate the law. Discrimination against persons who have cooperated in Commission investigations is also prohibited. These protections apply regardless of the Commission's determination on the merits of the charge.

JUL 05 2019

Date

FD

Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Anthony J. Romano, Respondent's Representative
Littler Mendelson, P.C.
1201 Walnut
Suite 1450
Kansas City, MO 64106



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Charge Number: 570-2018-03520

Ms. Linda Bradley

Charging Party

Renewal by Andersen, LLC
100 4th Avenue N
Bayport, MN 55003

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between September 2017 and January 2018, Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

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JUL 05 2019

Date

FBI

Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Sarah Bryan Fask, Respondent's Representative
Littler Mendelson, P.C.
1600 Cherry Street
Suite 1400
Philadelphia, PA 19102



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Charge Number: 570-2018-03524

Ms. Linda Bradley

Charging Party



Sandhills Publishing Company
120 W. Harvest Drive
Lincoln, Nebraska 68521

Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination as to the merits of the subject charge. All requirements for coverage have been met.

Charging Party filed a charge of discrimination alleging that Respondent violated Title VII of the Civil Rights Act (Title VII), as amended, on the basis of sex (female) and the Age Discrimination in Employment Act (ADEA), as amended, when it advertised on Facebook for a position with its company and used language which limited the sex and age of individuals who could apply.

Respondent denies that it violated Title VII and the ADEA.

Evidence gathered during the investigation established that between January 2, 2018 and May 30, 2018 Respondent advertised on Facebook, with national exposure, and when doing so it used language to limit the sex and age of individuals who were able to view the advertisement.

Based upon the foregoing, I find reasonable cause to believe that Respondent violated Title VII and the ADEA by advertising on a social media platform and limiting the audience for their advertisement to male and younger applicants.

Upon finding that a violation has occurred, the Commission attempts to eliminate the alleged unlawful practices by informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of the matter.

If Respondent declines to discuss settlement or when, for any other reason, a settlement acceptable to the Director is not obtained, the Director will inform the parties and advise them of the court

enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation discussion.

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JUL 03 2019

Date

F04

Mindy E. Weinstein
Acting Director

cc: Peter Romer Friedman, Charging Party's Representative
Outten & Golden
601 Massachusetts Avenue, NW Second Floor West Suite
Washington, DC 20001

cc: Alex Essay, Respondent's Representative
Sandhills Publishing Company
120 W. Harvest Dr.
Lincoln, NE 68521